Alberta Employment and Immigration

June 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,993,500[1] Albertans employed, of which about 347,900 are self-employed. The unemployment rate nationally has increased to 8.4% with a net loss of 42,000 jobs. This represents the highest national unemployment rate since 1998. Unemployment in Alberta increased between April and May, moving from 6.0% to 6.6%. There are approximately 408,600 Albertans covered by union agreements. Alberta's union membership rate is 24.8% while nationwide the union membership rate is 31.3%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The strike/lockout involving UFCW, Local 401 members with Old Dutch Foods Ltd. (Calgary), which began on March 29, 2009, continues. Two ratified agreements have been reached, involving the City of Calgary and CUPE, Local 38 (inside workers) and CUPE, Local 37 (outside workers).

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	5,896	6,555	49,525	12,848	**74,824**	27,457	6,879	29,939	24,046	**88,321**	1,907	29	**1,936**
Private	4,347	6,601	12,638	17,001	**40,587**	21,678	13,381	5,805	10,435	**51,299**	2,104	1,136	**3,240**
All	10,243	13,156	62,163	29,849	**115,411**	49,135	20,260	35,744	34,481	**139,620**	4,011	1,165	**5,176**
Average Annual Wage Change %													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	3.9	4.2	4.9	2.3	**4.3**	2.0	4.2	4.2	4.6	**3.6**	2.8	4.0	**2.8**
Private	4.1	6.0	6.0	6.1	**5.8**	3.7	4.6	4.1	4.9	**4.2**	1.9	0.8	**1.5**
All	4.0	5.1	5.1	4.4	**4.8**	2.8	4.5	4.2	4.7	**3.8**	2.3	0.9	**2.0**

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2007 to 2009 (June)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	2	2	24.0	1.0	2.9
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	9	1,580	28.7	0.0	0.0
2008	18	9,381	43.6	5.6	22.3
2007	39	27,461	45.1	6.0	24.7
Educational Services*					
2009	4	311	34.3	2.5	7.0
2008	80	38,050	51.4	2.3	9.0
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	12	1,303	37.8	3.4	11.6
2008	49	58,391	38.3	4.7	15.3
2007	51	29,974	34.4	4.7	14.4
Information And Cultural Industries					
2009	2	77	36.0	3.8	11.9
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

*** Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Manufacturing					
2009	0	0	0.0	0.0	0.0
2008	25	2,450	35.2	6.1	17.8
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	3	7	26.0	2.2	4.8
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	18	1,016	29.0	2.6	6.8
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	10	15,411	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	5	44	27.3	3.2	8.2
2008	15	1,004	36.6	7.1	23.1
2007	16	3,217	35.7	4.6	14.0
Utilities					
2009	1	64	24.0	2.0	4.0
2008	10	5,671	24.3	2.9	6.0
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7

*** Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Transportation and Warehousing					
Laidlaw Transit Ltd. – First Student Canada (Edmonton Region)	Teamsters, Local 987	400	34	August 31, 2011	1st year 3.0% 2nd year 3.0% 3rd year 3.0%
Health Care and Social Assistance					
The Governing Council of the Salvation Army in Canada – Grace Manor	AUPE	200	36	September 30, 2011	New Grid: 15.5% (for LPNs) 2nd year 5.0% 3rd year 4.5%
Public Administration					
City of Calgary	CUPE, Local 38 (inside workers)	3,800	24	January 4, 2011	1st year 4.5% 2nd year 4.5%
City of Calgary	CUPE, Local 37 (outside workers)	2,350	24	January 4, 2011	1st year 4.5% 2nd year 4.5%
Manufacturing					
GATX Rail Canada	CEP, Local 777	650	24	January 9, 2011	1st year 4.6% 2nd year 3.0%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife Labs – Edmonton/ Fort McMurray	HSAA	827	First Agreement	Negotiations continue.
University of Alberta	NASA	4,300	31-Mar-09	Negotiations continue.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Athabasca University	Faculty Association	200	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	IBEW, Local 254	220	04-Jan-09	Negotiations continue.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Lethbridge	Firefighters, Local 237	137	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Maple Leaf Foods – Maple Leaf Pork (Lethbridge)	UFCW, Local 401	260	31-Mar-09	Negotiations continue.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Canada Safeway – Edmonton Distribution Centre	UFCW, Local 401	310	13-Dec-08	Negotiations continue.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.
Fairmont Palliser Hotel (Calgary)	CAW, Local 4273	300	28-Feb-09	Negotiations continue.
Fairmont Jasper Park Lodge	CAW, Local 4534	390	31-Mar-09	Negotiations continue.
Coca Cola Bottling	CAW, Local 350	160	15-May-09	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
Health Employers Association of B.C.	B.C. Nurses' Union	29,270	24	31-Mar-12
Terms: 1st year 3.0%, 2nd year 3.0%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", May 20, 2009.				
Note: This is a two-year extension of an agreement that was set to expire March 31, 2010.				
Greater Victoria Labour Relations Association	IAFF, Local 780	140	36	31-Dec-09
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", May 20, 2009.				
District of Mission	CUPE, Local 1267	160	60	31-Dec-13
Terms: 1st year 3.5%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%, 5th year 4.0%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", May 20, 2009.				
Ontario				
Durham Regional Municipality	CUPE (outside workers)	370	36	31-Mar-11
Terms: 1st year 3.2%, 2nd year 3.2%, 3rd year 3.2%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008.				
(Note: Month of publication indicates when settlements were achieved).				
Toronto Transit Commission	ATU, Local 113	8,966	36	31-Mar-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%.				
Note: Arbitration Award.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2008.				
Private Sector				
Manitoba				
Summit Logistics	Retail, Wholesale Union, Local 580	380	36	31-Mar-11
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd 2.5%.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", April 30, 2009.				
Domtar Inc.	CEP, Local 10-B	338	48	30-Apr-12
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd 2.5%, 4th year 3.0%.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", April 30, 2009.				
Ontario				
Goldcorp Canada	Steelworkers	274	36	30-Oct-11
Terms: 1st year 4.0%, 2nd year 4.0%, 3rd year 4.0%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", October 2009.				
Bombardier Transportation (Thunder Bay)	CAW, Local 1075	600	36	31-May-11
Terms: 1st year $1.03/hr, 2nd year$0.10/hr, 3rd year $0.10/hr.				
Note: Extra $0.10/hr each year for skilled trades.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", April 30, 2009.				
Quebec				
Waterville TG, Inc.	Steelworkers, Local 9490	920	35	30-Jun-11
Note: No pre-set general adjustment. Wage increases to be established annually on the basis of the variation of the CPI forecast for the following year, wage increases paid to companies in the general market, and economic conditions. Lump sum payments of $500 on August 1, 2008 and 2010, and a profit-sharing arrangement.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", April 30, 2009.				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The strike by about 3,500 emergency medical services employees with the B.C. Ambulance Service, which began on April 1, 2009, continues. The employees are represented by CUPE, Local 873. Service is being maintained through an Essential Services Order. The bargaining committee for CUPE, Local 873 recently presented a proposal to the employer, including monetary items. The parties are engaged in further negotiations, assisted by a mediator. The employees are seeking faster ambulance response times, better staffing levels, wage parity with other emergency responders, and a multi-year agreement.

Source: CUPE news release, "Paramedics set for more talks", June 17, 2009.

A master agreement has been reached between the Canadian affiliates of the Alliance of Motion Picture and Television Producers and the B.C. Council of Film Unions. The Council is the largest group of film and television employees in B.C., with over 10,000 members. The agreement is for three years and includes a two per cent pay raise and significant new contributions to health care and other benefit programs. It also establishes jurisdiction for emerging new media.

Source: theglobeandmail.com, "B.C. film and TV workers ratify new contract", June 18, 2009.

Saskatchewan

A large number of members of the construction trade unions attended as the provincial government began committee hearings on Bill 80 – *An Act to Amend the Construction Industry Labour Relations Act*. Presently, construction workers who work for unionized work sites must join the union associated with their particular trade. About 20% of the construction industry is unionized, and collective agreements are bargained provincially on a trade-by-trade basis. Passage of Bill 80 would allow other unions into the construction industry and permit organization on a multi-trade or "all employee" basis, also known as "wall-to-wall". Unions that could be affected by the changes as proposed are the Christian Labour Association of Canada and the Communications, Energy and Paperworkers. Terry Parker, the Business Manager of the Saskatchewan Provincial and Construction Trades Council called Bill 80 unjust and unnecessary, and said there has not been a work disruption in construction due to labour relations in 17 years.

Source: www.leaderpost.com, Angela Hall, "Sask. trade unions unhappy with Bill 80", June 18, 2009.

Ontario

The strike by about 1,800 CUPE, Local 82 (outside workers) and Local 543 (inside workers) with the City of Windsor, that began on April 15, 2009, continues. Negotiations broke down on June 18, 2009, and CUPE has launched an unfair labour practice complaint over the City's handling of negotiations. Both sides are honouring a news blackout on what's being discussed at the bargaining table, but they agreed that post-retirement benefits for new hires, which the employer is seeking to end, and wages are the major hurdles preventing an agreement.

Source: www.windsorstar.com, "Talks off; CUPE accuses city of unfair labour practices", June 18, 2009.

About 900 employees of Canadian Blood Services have voted 98% in favour of striking if necessary. The employees are members of the support bargaining unit of the Ontario Public Service Employees Union (OPSEU). The major issues in dispute, according to OPSEU, are concessions requested by the employer concerning hours of work, days off, and working consecutive weekends. The current agreement expired March 31, 2009, and negotiations are continuing. The workers involved include drivers, utility workers, clerks, administrative assistants, clinic assistants, and phlebotomists.

Source: National Union of Public and General Employees (NUPGE) news release; "98% strike vote by Canadian Blood Services workers", June 18, 2009.

New Brunswick

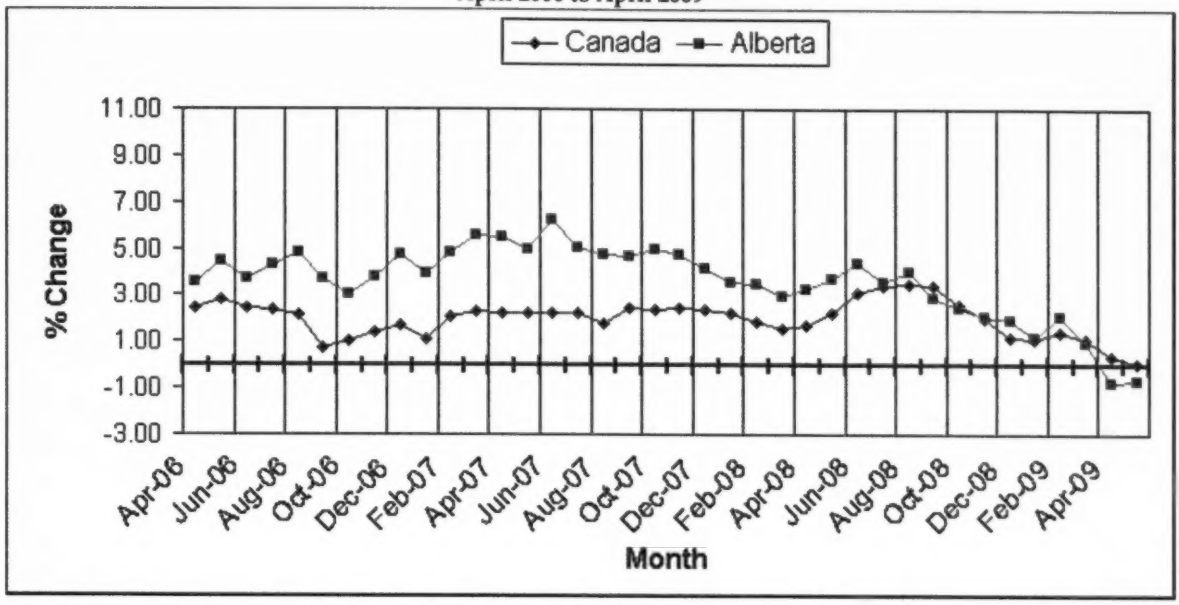
Justice Paulette Garnett of the New Brunswick Court of Queen's Bench issued a decision on June 17, 2009 stating that the province's *Public Service Labour Relations Act* is contrary to section 2(d) of the Canadian *Charter of Rights and Freedoms* concerning freedom of association. The issue involves union representation for temporary or seasonal workers, who are generally lower paid and lack benefits. The province has been provided one year to remedy the situation.

Source: CUPE News Release, "CUPE Won Major Victory for Casual Workers Rights", June 17, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

April 2006 to April 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

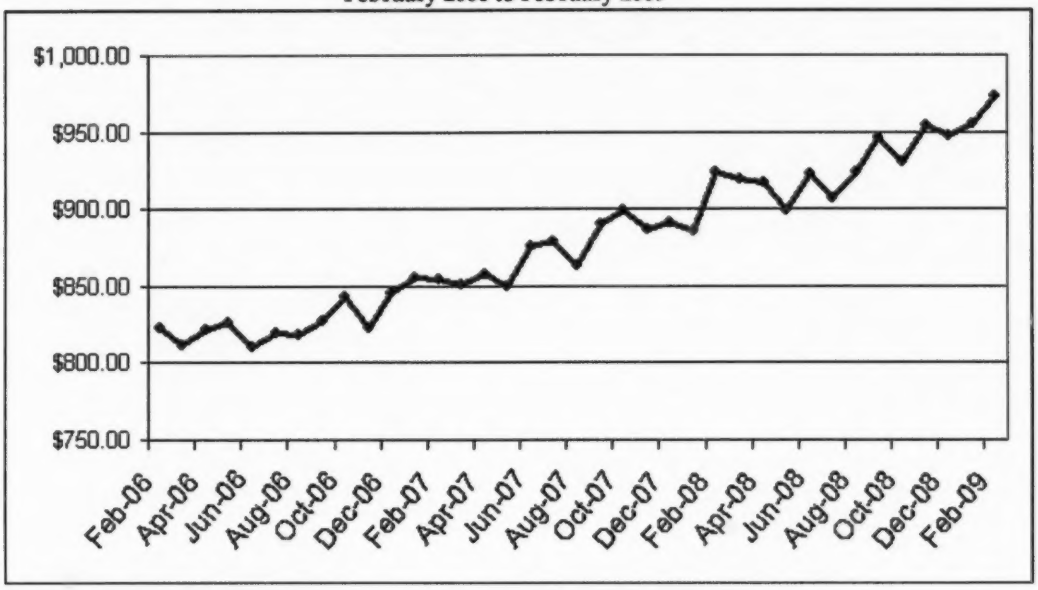
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

February 2006 to February 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Mar-08	$919.75	8.07
Apr-08	$917.31	6.93
May-08	$899.57	5.83
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$955.35	7.86
Feb-09	$973.61	5.37
Mar-09	$971.07	5.58

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.